

Dept. of Management Facts – FY '12

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General Information

Address: State Capitol Building
Ground Floor
Des Moines, IA 50319

Workforce Data (unless otherwise noted, information provided is at the end of FY '12)

# FT EEs: 22	# PT EEs: 0	# Temporary EEs: 0	Average Length of Service: 18.72
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Span of Control: 21.00	Total Unemployment Insurance Claims: 0
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	0	45-54	8	<25	0	45-54	0	# of Females:	11	# of Males:	11
25-34	0	55-64	8	25-34	0	55-64	1	% of WF:	50.00%	% of WF:	50.00%
35-44	6	65+	0	35-44	0	65+	0	Average Age:	49.45	Average Age:	53.70
Employee Average Age: 51.58				Supervisor Average Age: 61.45				Average Length of Service: 16.87		Average Length of Service: 20.57	

Minorities		Non-minorities		Breakout of Minorities		Did Not Respond	
# of Minorities:	2	# of Non-minorities:	19	# African-American:	0	# of "did not respond":	1
% of Workforce:	9.09%	% of Workforce:	86.36%	# Asian/Pacific Island:	0	% of Workforce:	4.55%
Average Age:	50.38	Average Age:	51.47	# Am. Indian/Alaskan:	1	Average Age:	55.96
Average Length of Service:	15.17	Average Length of Service:	19.71	# Hispanic or Latino:	1	Average Length of Service:	7.16

Persons With Disabilities		Persons With No Disabilities		Did Not Respond	
# of Persons With Disabilities:	0	# of Persons With No Disabilities:	20	# of "did not respond":	2
% of Workforce:	0%	% of Workforce:	90.91%	% of Workforce:	9.09%
Average Age:	N/A	Average Age:	51.02	Average Age:	57.13
Average Length of Service:	N/A	Average Length of Service:	18.13	Average Length of Service:	24.70

Officials/Administrators EEO Category 1: 1	Professionals EEO Category 2: 20	Technicians EEO Category 3: 0	Protective Service: Sworn EEO Category 4: 0
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 1	Skilled Craft EEO Category 7: 0	Service/Maintenance EEO Category 8: 0

Separation Rate: 4.55%	Hire Rate: 4.55%	Number Hires: 0	Transfer In: 1
Retirements: 0	All Terminations: 0	Voluntary Quits: 1	Transfer Out: 0

# of Classes Used: 8	Most Populous Classes: Fis & Pol Analyst Sr (8), Perf Results Fac (4), Fis & Pol Analy Princ (3), Perf Results Admin (3)		
Separations - By Class:	Executive Secretary (1)		
# Eligible for Retirement:	10 in next 5 years	% Eligible: 45.45%	

Leave and Benefits (unless otherwise noted, information provided is at the end of FY '12)

Vacation Payouts: \$7,732.79	Sick Leave Payouts: \$0	Annual Payroll: \$2,450,634.99	Avg. Base Salary: \$88,868.94	Overtime Days Worked: 0
Overtime Cost: \$0	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Vacation Pay - Earned Value: \$167,280.71	Vacation Days Earned: 480.5	Vacation Used Expense: \$160,408.96	Vacation Days Taken: 476.9	
Sick Leave Days Earned: 306.0	Reg. Sick Leave Used Expense: \$18,982.10	Reg. Sick Leave Days Used: 57.9	Converted Sick Leave To Vacation Days Used: 36.0	
Sick Leave -Earned Value: \$95,973.57		Avg. Sick Leave Days Per EE: 2.63	Converted Sick Leave To Vacation Used Expense: \$13,232.08	
Injury Leave Used Expense: \$0	Injury Leave Days Used: 0	Classification Appeals: 0	Reclassifications Up (Filled): 2 Up (Vacant): 0 Down (Filled): 0 Down (Vacant): 0 Lateral (Filled): 0 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$22,380.80	Grievances Contract Grievances: 0 Disciplinary: 0 Language: 0 Non-Contract Grievances: 0 Disciplinary: 0 Language: 0 Arbitrations: 0
Funeral Leave Used Expense: \$695.20	Funeral Days Used: 2.1	Extraordinary Pay: \$0		
Jury Leave Used Expense: \$431.88	Jury Leave Days Used: 1.5	Special Duty Pay: \$0		

* based on difference between average of old and new pay grade FY '12. Vacancies and laterals were not calculated into the "cost."

Sources: Data Warehouse Queries; "Just the Facts for FY12" Almanac; Department of Management; DAS-HRE Labor Relations Team.

Date of Completion: December 2012